

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Headquarters (and below)

For 4th Quarter 2019 for period ending September 30, 2019

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Number of Complaints Filed	74	90	95	69	68	61
Number of Complainants	74	90	84	64	64	61
Repeat Filers	0	0	6	5	3	0

Complaints Broken Down by Basis ¹	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Race	16	30	28	17	21	22
Color	10	17	12	10	10	13
Religion	0	6	3	5	1	2
Reprisal	44	54	58	43	34	28
Sex	30	39	37	28	33	31
PDA	0	1	0	0	0	3

¹ The Department notes that an EEO complaint may contain multiple bases (*e.g.*, race, sex, etc.). As a result, the sum of the bases may exceed the number of EEO complaints for a given fiscal year.

National Origin	6	11	6	4	6	11
Equal Pay Act	2	1	0	1	2	0
Age	34	35	43	33	29	23
Disability	21	22	42	27	24	17
Genetics	1	1	0	1	2	0
Non-EEO	1	1	0	0	2	0
Complaints Broken Down by Issue ²	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Appointment/Hire	16	20	12	6	4	2
Assignment of Duties	18	14	21	9	16	8
Awards	1	3	1	3	1	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	1	0	1	0	0	1
Reprimand	6	7	4	5	8	6
Suspension	7	4	3	5	3	1
Removal	2	0	3	1	5	3
Other	0	5	3	5	0	0
Duty Hours	1	4	3	1	2	0
Perf. Eval./ Appraisal	14	21	15	13	13	16
Examination/Test	0	1	0	0	0	0

² The Department notes that an EEO complaint may contain multiple issues (e.g., performance evaluation, telework, etc.). As a result, the sum of the issues may exceed the number of EEO complaints for a given fiscal year.

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Complaints pending during fiscal year						
Average number of days in investigation	244.00	258.89	242.06	292.11	260.67	250.43
Average number of days in final action	74.75	75.43	113.00	135.91	242.50	216.00
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	250.21	263.53	220.40	302.67	237.86	273.77
Average number of days in final action	40.00	37.50	60.43	101.50	84.12	60.00
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	237.57	252.71	267.32	260.95	297.91	205.19
Average number of days in final action	109.50	90.60	145.88	190.00	379.50	192.91
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Total Complaints Dismissed by Agency	7	14	11	7	3	2
Average days pending prior to dismissal	378.57	373.29	316	105.43	88	164
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	11	5	8	3	6	4

Total Final Agency Actions Finding Discrimination	Comparative Data											
	Previous Fiscal Year Data								2019Thru09-30			
	2014		2015		2016		2017				2018	
	#		#		#		#		#		#	
Total Number Findings	1		1		3		0		0		1	
Without Hearing	0		1		0		0		0		1	
With Hearing	1		0		3		0		0		0	
Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data								2019Thru09-30			
	2014		2015		2016		2017				2018	
	#		#		#		#		#		#	
Total Number Findings ³	0		1		3		0		0		1	
Race	0		0		1		0		0		0	
Color	0		0		1		0		0		0	
Religion	0		0		0		0		0		0	
Reprisal	0		0		2		0		0		1	
Sex	0		0		1		0		0		0	
PDA	0		0		0		0		0		0	
National Origin	0		0		0		0		0		0	
Equal Pay Act	0		0		0		0		0		0	
Age	0		0		0		0		0		0	
Disability	0		1		0		0		0		1	
Genetics	0		0		0		0		0		0	
Non-EEO	0		0		0		0		0		0	

³ The number of findings relates to the number of EEO complaints where a finding of discrimination has been made. Please note, however, that an EEO complaint may contain multiple bases (e.g., race, sex, etc.). As a result, the sum of the bases may exceed the number of findings for a given fiscal year.

Findings After Hearing⁴	0		0		3		0		0	
Race	0		0		1		0		0	
Color	0		0		1		0		0	
Religion	0		0		0		0		0	
Reprisal	0		0		2		0		0	
Sex	0		0		1		0		0	
PDA	0		0		0		0		0	
National Origin	0		0		0		0		0	
Equal Pay Act	0		0		0		0		0	
Age	0		0		0		0		0	
Disability	0		0		0		0		0	
Genetics	0		0		0		0		0	
Non-EEO	0		0		0		0		0	
Findings Without Hearing⁵	0		1		0		0		0	
Race	0		0		0		0		0	
Color	0		0		0		0		0	
Religion	0		0		0		0		0	
Reprisal	0		0		0		0		1	
Sex	0		0		0		0		0	
PDA	0		0		0		0		0	
National Origin	0		0		0		0		0	
Equal Pay Act	0		0		0		0		0	
Age	0		0		0		0		0	

⁴ See Footnote 3.

⁵ See Footnote 3.

Disability	0	1	0	0	0	1	
Genetics	0	0	0	0	0	0	
Non-EEO	0	0	0	0	0	0	
Findings of Discrimination Rendered by Issue⁶	Comparative Data						
	Previous Fiscal Year Data					2019Thru09-30	
	2014	2015	2016	2017	2018		
	#	#	#	#	#	#	
Total Number Findings	0	1	3	0	0	1	
Appointment/Hire	0	0	0	0	0	0	
Assignment of Duties	0	0	2	0	0	0	
Awards	0	0	0	0	0	0	
Conversion to Full Time/Perm Status	0	0	0	0	0	0	
Disciplinary Action							
Demotion	0	0	1	0	0	0	
Reprimand	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	
Removal	0	0	0	0	0	0	
Other	0	0	0	0	0	0	
Duty Hours	0	0	0	0	0	0	
Perf. Eval./ Appraisal	0	0	0	0	0	0	
Examination/Test	0	0	0	0	0	0	

⁶ The number of findings relates to the number of EEO complaints where a finding of discrimination has been made. Please note, however, that an EEO complaint may contain multiple issues (e.g., performance evaluation, telework, etc.). As a result, the sum of the issues may exceed the number of findings for a given fiscal year.

Harassment										
Non-Sexual	0		0		1		0		0	
Sexual	0		0		0		0		0	
Medical Examination	0		0		0		0		0	
Pay including overtime	0		0		0		0		0	
Promotion/Non-Selection	0		0		0		0		0	
Reassignment										
Denied	0		0		0		0		0	
Directed	0		0		0		0		0	
Reasonable Accommodation Disability	0		0		0		0		0	
Reinstatement	0		0		0		0		0	
Religious Accommodation	0		0		0		0		0	
Retirement	0		0		0		0		0	
Sex-Stereotyping	0		0		0		0		0	
Telework	0		0		0		0		0	
Termination	0		0		0		0		1	
Terms/Conditions of Employment	0		1		0		0		0	
Time and Attendance	0		0		0		0		0	
Training	0		0		0		0		0	
Other - User Define										
Findings After Hearing⁷	0		0		3		0		0	
Appointment/Hire	0		0		0		0		0	
Assignment of Duties	0		0		2		0		0	

⁷ See Footnote 6.

Awards	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0
Disciplinary Action							
Demotion	0	0	1	0	0	0	0
Reprimand	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0
Harassment							
Non-Sexual	0	0	1	0	0	0	0
Sexual	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0
Reassignment							
Denied	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0

Telework	0		0		0		0		0	
Termination	0		0		0		0		0	
Terms/Conditions of Employment	0		0		0		0		0	
Time and Attendance	0		0		0		0		0	
Training	0		0		0		0		0	
Other - User Define										
Findings Without Hearing⁸	0		1		0		0		0	
Appointment/Hire	0		0		0		0		0	
Assignment of Duties	0		0		0		0		0	
Awards	0		0		0		0		0	
Conversion to Full Time/Perm Status	0		0		0		0		0	
Disciplinary Action										
Demotion	0		0		0		0		0	
Reprimand	0		0		0		0		0	
Suspension	0		0		0		0		0	
Removal	0		0		0		0		0	
Other	0		0		0		0		0	
Duty Hours	0		0		0		0		0	
Perf. Eval./ Appraisal	0		0		0		0		0	
Examination/Test	0		0		0		0		0	
Harassment										
Non-Sexual	0		0		0		0		0	
Sexual	0		0		0		0		0	

⁸ See Footnote 6.

Medical Examination	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0
Reassignment							
Denied	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	1
Terms/Conditions of Employment	0	1	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0
Other - User Define							
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data						2019Thru09-30
	Previous Fiscal Year Data						
	2014	2015	2016	2017	2018		
Total complaints from previous Fiscal Years	62	65	84	101	94		109
Total Complainants	62	65	81	86	80		92

Number complaints pending						
Investigation	12	7	8	4	3	7
ROI issued, pending Complainant's action	1	0	0	1	0	0
Hearing	38	49	59	85	66	72
Final Agency Action	4	4	11	4	19	26
Appeal with EEOC Office of Federal Operations	159	55	69	34	30	20
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019Thru09-30
	2014	2015	2016	2017	2018	
Pending Complaints Where Investigations Exceed Required Time Frames	24	20	26	8	11	16